



# Department of Defense DIRECTIVE

NUMBER 1402.3

August 16, 1984

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ASD(C)

SUBJECT: Administration of the Senior Executive Service Program in the Office of the Secretary of Defense and the Defense Agencies

- References: (a) DoD Directive 1402.3, "Executive Resources Boards," July 31, 1979 (hereby canceled)
- (b) DoD Directive 1434.2, "Senior Executive Service Performance Appraisal," August 29, 1980 (hereby canceled)
- (c) [DoD Directive 1403.1](#), "The Senior Executive Service and Equivalent-Level Positions and Personnel," October 18, 1982
- (d) [DoD 5025.1-M](#), "DoD Directives System Procedures," April 1981

## 1. PURPOSE

This Directive replaces references (a) and (b) and implements reference (c) by authorizing the establishment and publication, consistent with reference (d), of administrative guidance, incorporated in a series of chapters under DoD 1402.3-H, for the Senior Executive Service (SES) program in DoD organizations specified in paragraph 2.1., below.

## 2. APPLICABILITY AND SCOPE

2.1. This Directive applies to the Office of the Secretary of Defense (OSD), OSD field activities, the Organization of the Joint Chiefs of Staff (OJCS), the Defense Agencies (except the National Security Agency/Central Security Service and the Defense Intelligence Agency), the U.S. Court of Military Appeals, and the U.S. Mission to the North Atlantic Treaty Organization (NATO).

2.2. In this Directive, the Defense Advanced Research Projects Agency (DARPA) and the Defense Security Assistance Agency (DSAA) shall be considered OSD Components rather than Defense Agencies.

### 3. DEFINITION

OSD Component Head. Includes the Secretary of Defense; Chairman, JCS; Under Secretaries of Defense; Assistant Secretaries of Defense; General Counsel, DoD; Inspector General, DoD; Director, Defense Legal Services Agency; Assistants to the Secretary of Defense; Directors of Program Analysis and Evaluation, Net Assessment, DSAA, and DARPA; Chief Judge of the U.S. Court of Military Appeals; and Director, Washington Headquarters Services. The Defense Advisor, U.S. Mission to NATO, assumes this role for individuals assigned to the U.S. Mission. The international supervisors of SES members assigned to the NATO International Staff or to other NATO agencies assume this role for them.

### 4. POLICY

It is the policy of the Department of Defense that members of the SES and their supervisors be kept aware legal and regulatory issuances governing their employment and the administration of the SES in OSD Components and in the Defense Agencies.

### 5. RESPONSIBILITIES

5.1. The Deputy Assistant Secretary of Defense (Administration) shall:

5.1.1. Administer the SES program for the DoD organizations covered under paragraph 2.1., above.

5.1.2. Develop, publish, and maintain DoD 1402.3-H, consistent with DoD 5025.1-M (reference (d)).

5.2. The Heads of OSD Components and the Directors of Defense Agencies shall ensure that chapters of DoD 1402.3-H are distributed to all SES members and their supervisors upon request.

6. EFFECTIVE DATE AND IMPLEMENTATION

This Directive is effective immediately. DoD 1402.3-H chapters constitute implementation of this Directive.

A handwritten signature in black ink, reading "William H. Taft, IV". The signature is fluid and cursive, with a prominent "W" and "T".

William H. Taft, IV  
Deputy Secretary of Defense